

Circuit

A monthly employee publication of the Bonneville Power Administration

Utilities gain by training exchanges

Most utilities in the Northwest belong to the Northwest Utilities Training Alliance. BPA is an alliance member and also belongs to other groups to keep up with training needs for its workforce. One such effort is a partnership with Snohomish County Public Utilities District.

Bob Sweet, transmission line foreman at Snohomish, Wash., says these associations are important to BPA. They help BPA keep up with current training in all fields.

The joint BPA and Snohomish PUD worker exchange program holds training classes for apprentice line workers from both utilities. Line apprentices learn about the latest distribution and transmission equipment. Field folks swap experiences and share their expertise in handling jobs.

"These programs save considerable cost over contract training and outside specialty schools," Sweet says. "And BPA employees also get to know the crews and people in other utilities that we serve and often work beside."



BPA's Snohomish line crew trains with hot sticks for transmission line maintenance. Garry Oberst, Curt Martin and Tom Marr use the insulated fiberglass tools like robot arms to work around energized power lines.

Photo by Bob Sweet

Sweet says the partnership with Snohomish PUD has been a valuable aid for both groups. Sweet coordinates the worker exchange program that began in 1991. "BPA and Snohomish freely exchange instructors and students," he says.

In the eight years since the exchange began, BPA has trained 25 of the PUD's apprentices. And 15 BPA apprentices have been trained at one of the two PUD's training areas. "Several of the PUD workers trained with us two or three times during their apprenticeships," Sweet says.

The exchanges train BPA and Snohomish apprentices to build and maintain the different power systems. The PUD workers learn the comprehensive rigging to build transmission lines. BPA folks learn how to build distribution lines, both overhead and underground. BPA workers get hot stick and rubber glove training on lower voltage distribution lines. PUD workers get hot stick training on high voltage transmission lines.

Snohomish County PUD folks also have high regard for the exchange with BPA. John White, a PUD assistant general manager, wrote BPA regional manager Denis Sjoquist after BPA instructors taught a hot stick training program for more than 150 workers last summer and fall.

The two-week training program took place at the PUD's operations center in Everett. White thanked BPA for the loan of the two instructors, journeyman lineman Mike Deason and apprentice Tom Marr. "Mike did an excellent job of instructing the class, with the steady assistance of Tom," White said.

White thanked BPA for adding training days at the PUD's late request. He also recognized Sweet for his work to coordinate the exchange program with the PUD. White said, "We enjoy and appreciate the positive relationship that allows this exchange of instructors and students." ◀

(Editor's note: See the page 6 profile on Mike Deason and his uncommon job.)

News headlines called the New Year's rollover to year 2000 as "a yawner." While the media feted the millennium celebrations around the world, as far as Y2K disasters with computer shutdowns go, the new year came as a "non-event."

The yawner suited BPA and other utilities just fine. Much of the electric industry had worked five years to get ready for Y2K. BPA began checking its systems in 1995 to replace equipment that could go awry with a double zero date.

BPA led in efforts to prevent Y2K problems. So when the last Y2K countdown began two days before the end of 1999, BPA and the Northwest were confident.

Memories of Y2K are already fading fast. That's what happens when no major catastrophe or other event occurs. A year from now, no one will even talk about it. In a decade, few will remember anything about a Y2K threat associated with the new millennium.

But some BPA folks may remember Y2K well into the future. More than 200 extra employees stood by in the New Year's Eve watch. They were ready to help BPA handle any emergencies that may have occurred. Some were at headquarters and Ross to work with the news media.

Y2K "yawner" fine with BPA

Press officer Ed Mosey said BPA facilities staff worked with communications to set up a media center in the headquarters public conference room. "It looked like a TV studio set, with large maps of the system mounted on a backdrop," Mosey said.

All three Portland TV network stations, the Associated Press and *The Oregonian* set up camp at BPA's media center. The TV stations parked their mobile vans near the front door of the building and ran cable into the center. Reporters filed stories live to their stations for periodic news broadcasts.

"They had nothing but good news to report," Mosey said.

Just before midnight, BPA opened a teleconference with the Dittmer Control Center.

Transmission's Sharon Blair described the scene from there as the clock ticked off the seconds. "With neither flash nor flicker, several years of preparation by hundreds of people at BPA were over," Mosey said. Cheers from the control center could be heard over the speaker phone as the clock struck 12.

Reporters took the rollover in stride. All thanked BPA for setting up the media center with the computer hookups and the phone lines for live data feeds. By 2 a.m., the press were gone and the media center became another BPA event of the past. ◀

In the final weeks of 1999, national and local security concerns shifted away from Y2K system failures.

Instead, officials were more worried about possible acts of vandalism and sabotage. Milestone events such as the 1,000 year turnover often become target dates for unstable people to do things that will make the news or leave a mark in history.

In December, security officials had found a huge jump in computer viruses – all tied to the date rollover. Those could have caused havoc to businesses and individual computers. Across the country, police poised to deal with individual acts of destruction or violence.

BPA did have one act of destruction – the night before New Year's Eve. Vandals toppled a tower on

Toppled tower is only incident



Photo by Gary Parks

the 2,000 kilovolt direct current Intertie that runs from The Dalles to Sylmar, Calif. The incident took place just before 9 p.m. on Dec. 30, about 37 miles southeast of Bend.

BPA dispatchers got an automatic signal about an outage. The line carried a small load at the time, and the power was rerouted on other lines. The Redmond line crew got the tower back up and the line in service the next day.

BPA's press spokesman Perry Gruber handled press relations the next day – New Year's Eve. He notified media of the vandalism and explained that service was routed around the downed tower. BPA has offered a \$10,000 reward for information that would lead to the arrest and conviction of the culprits. ◀



Administrator Judi Johansen listens as an employee comments at a "shirt sleeves" session in December. Johansen held the employee meetings at Portland and Vancouver to find out what folks thought would help make BPA a great place to work. (See the photo and a related article on page 2).

Photo by Jack Odgaard

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(Employees have said they would like to have more opportunities to have input to the administrator. So last fall, Administrator Judi Johansen said she would look for ways they could. She said she wants to get feedback from employees and just hear what's on their minds.)

In mid-December, BPA set up a new e-mail box, "Talk to Judi." Johansen has committed to read every piece of mail that comes in. Employees who want to remain anonymous can send comments in a blue envelope to "Talk to Judi-7."

In the first month of her new listening post, Johansen said she heard from about 30 people a week. The Circuit asked her about the comments she has received to date and her thoughts. Here's what she had to say.)

Thank you everyone who has sent an e-mail or blue envelope message to me through the "Talk to Judi" mail box. I'm learning a lot, and that is the purpose of the mailbox. The messages I've gotten have been heartfelt and informative.

People have been very forthright in telling me what I'm doing wrong and what they think ails BPA. But they have been equally forthright in proposing solutions and saying what I and other managers are doing right. I must admit that the "atta girl" messages feel very good and remind me of the importance of appreciation in the workplace.

It won't surprise any of you to learn that the majority of the comments, especially at first, have been about the retention allowances and VSI/VERA. Steve Hickok and I had a very "interactive" meeting with Transmission Business Line managers about aspects of the two programs and how they do or don't work together. My mail contains many comments about the programs as a whole and a fair number about what employees see as unfairnesses in the ways the programs work.

The worst part of making big policy decisions is not being able to see the effect they will have on individuals. I'm finding out about many of those effects now because many of you are willing to

go out on a limb and tell me. I wish I could leap in and fix each example of inequality, but it doesn't take a lawyer to know that I'd create more trouble than I'd resolve. I'm going to work through my managers to make needed policy changes.

The executive group will be looking at how the retention allowances and VSI/VERA programs work together and individually. I think we all understand how people feel when some people in a work group are on retention and some aren't. One person who wrote to me suggested that entire job classifications or work groups should be covered by the retention allowance if the classification or group is likely to be raided by outside companies. Another person suggested that all the retention allowance money be put in a pot and all employees who save BPA money or improve the workplace should share it. We'll have to look at these and other ideas.

What concerns me the most is that a number of employees don't seem to feel valued unless they receive a retention allowance or VSI/VERA. That is certainly not what we had in mind when we decided to use those tools.

The best way to resolve the retention allowance issue may be, as several of you pointed out, through training and employee development. If we have a sufficiently well trained workforce, we can handle it when some of our employees are recruited away. Somehow we have to do it in a way that keeps us from being used as a training ground by other utilities, but we can do that.

I don't know if the VSI/VERA issue is going to

be a bigger deal or a smaller deal in the future. I do know that we will be using VSI/VERA less and the use will be more targeted. I've had several people write to me that they are very angry that they are in positions not covered by the VSI/VERA because they think they have been great employees and deserve the money and they are upset that employees in less-in-demand positions are getting what they see as rewards.

To me, the VSI/VERA program has never been about rewards or whether a person is a good employee who deserves to leave with some money. It has been a way to avoid a RIF. Some job classifications are too critical to encourage people to leave them and the people in them should have pride in that. I don't see it as punishment that you are in a critical position and aren't being encouraged to leave BPA. I see it as a further recognition of the valuable work you do.

Not all my mail was about retention and VSI/VERA. Among the letters were ones that urged me to read a particular book an employee found insightful; that challenged the adequacy of the security around the child care center; or that called my attention to a memo about underrepresentation of Hispanics in government, which I take as a challenge to our new recruiting program and our employee development practices.

Another asked why the *Federal Employees News Digest* lists BPA's VERA authority as indefinite when we've been saying it expires in September. On the last point, the answer is that we have to ask for and receive approval from the Office of Personnel Management each year we want to use VERA. VERA authority belongs to OPM so we don't count on it before we get it. VSI authority, however, is BPA's, assigned to us directly by law. That law expires at the end of this year, and we are not sure we can get Congress to extend it.

Again, thanks for letting me know how these programs affect you individually and how you think programs affect the agency as a whole. It's important that I know so I can challenge my thinking and the thinking of BPA's other managers and supervisors. ◀



Employees packed the auditorium at the Ross Complex in December for the "shirt sleeves" session with Judi Johansen. The administrator asked employees around the region what would make BPA a great place to work. In mid December, BPA opened the "Talk to Judi" e-mail box.

Photo by Jack Odgaard

Circuit

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A Dreamer's Dream

by Bob Andrews

I was awakened very early
And couldn't go back to sleep.
The dream I had was vivid now
With memories I wanted to keep.

About a world of people
Who loved and cared. So much
It spread throughout the universe
And every Soul was touched.

This dream is quite a task for me
And at times it's hard to do,
It's a wonderful dream that I'm sharing
About me just loving you.

Loving, Living, and Giving to life
Is all I have to do –
To make this dream for our world
A lovers' dream come true.

Now reality is upon me
And I can't go back to sleep
To dream a dream about our love
'Cause hate just runs too deep.

I must go out into the world
Until every heart is touched
Because this love I have inside
I need to share so much.

(Editor's note: Bob Andrews is the catering manager for Powerhouse Foodservice that provides the food services at BPA's Ross Complex in Vancouver. He also writes poetry and recited this poem at the Feb. 1 kickoff of Black History Month observance at headquarters. Watch for events around BPA to celebrate African American heritage during February. (c) Bob Andrews, used by permission.)

Engineer sees ancient places on Y2K trips

Nations around the world celebrated the new millennium this New Year's Day. Electric power stayed on all around the globe as clocks moved past midnight on Dec. 31 in successive countries from Fiji and China, to Russia, England and the U.S.

But just a few months before, officials weren't sure that the millennium rollover would go so smoothly. They didn't know if all countries were free of the Y2K bug or if it might trigger major disruptions in many areas. Last year, Brian Furumasu traveled to some east European countries to find out about Y2K readiness and to help on Y2K projects.

Furumasu is a BPA engineer and one of the leading experts on Y2K readiness for electric utilities. He was part of two teams put together for the trips last year.

He first visited Austria and Russia in early 1999 as part of a Department of Energy team. The group gave presentations on nuclear reactor safety in Vienna and then flew to Russia. They gave workshops on how to fix Y2K problems and visited control centers in Russia. (See the March 1999 *Circuit*)



The Y2K team from the U.S. stopped at power projects such as the 650-megawatt Dnieprovskaya Hydro Dam on the Dnieper River, Ukraine.

Furumasu's early trips were very busy with tight schedules. They left little time to visit local sites or view the host country culture. But last fall he took two long trips that gave him time to visit historic sites and see the countries between work stops.

Furumasu traveled to three eastern European countries that were part of the former Soviet Union. "We went to assess the Y2K risks of the power grids in Armenia, Georgia and Ukraine," he says. The clients were

the U.S. embassies in those countries.

"The embassies wanted to know if their lights would stay on when Y2K rolled over," Furumasu says. "Or if they would need to evacuate people from the countries because widespread problems were likely."

The State Department contracted for the work with Southern California Edison. And SCE asked Furumasu to be part of the 10-member team of experts it assembled to survey the three countries.

Furumasu said the team first visited with the energy ministries in each country. "We got briefings and then put together the plans for the various sites to check," he says. "We visited control centers, generation plants, substations and natural gas facilities."

"Most of their systems were built during the Soviet Union era," Furumasu says. "We found many similarities in their systems. Their electric systems are manually operated with almost no digital controls," he says.

The biggest problem of most of the utilities "was having revenues to pay their workers," Furumasu says. "And they typically didn't have enough fuel for generators. They were always short of coal, natural gas, nuclear fuel and heavy oil – which they call masut," he says.

Furumasu says the team concluded that the risk of having a



A fellow Y2K team member snapped Brian Furumasu outside Khor Virap, a 1,500-year-old monastery in Armenia.



Furumasu and other members of the U.S. group stop at an open market in Odesa, Ukraine, on the Black Sea.

power outage because of Y2K was low to very low for each country. They gave their conclusions to the embassy in each country at the end of their work there.

Furumasu says he traveled to the area twice – from late August to late November. "So we saw the changes in the countries from the end of summer to the start of winter," he says. Between the jobs and after their work at each site, the team asked its drivers what would be unique to see in the area.

"In each of the countries we visited, our interpreters and drivers were local people who spoke English very well," Furumasu says. They were typically 10 years or more younger than the members of the team who were in their 40s or 50s. "But they knew their local history well," Furumasu says. "They were like tour guides in a way."

"Lots of times they would take us to monasteries," Furumasu says. "What struck me, as we traveled from place to place, was the number of monasteries," he says. "We visited many of them that dated back to as early as the fourth century."

Furumasu says, "I found their stories fascinating about how the churches went underground during the Soviet era and today there is a renaissance in religion, especially among the younger people." The escorts also took the team to museums and other historic sites. One was

the Stalin Museum in Georgia.

Furumasu says all three countries still have economic problems. "It's



Mtskheta, Georgia, where the Kura and Aragvi rivers converge, as seen from the Dzhvari Monastery.

difficult for them to change from a totally socialist system when they



The Americans visit a 750-kilovolt substation in Ukraine.

Photos by Brian Furumasu and others

don't know any other way," he says. Georgia and Armenia are poorer countries, "but they will likely transform into free enterprise quicker," he says. "The governments of these countries are open to that kind of change and are currently taking steps to make that happen."

Armenia and Georgia today cover an area of about 38,000 square miles between the Black Sea and the Caspian Sea. That's just

over one-third the size of Oregon, and it has very little arable land. "But the countryside is breathtaking in both countries," Furumasu says.

Ukraine is a much larger country in the western part of eastern Europe. It covers 233,000 square miles – about the area of Oregon and Montana combined – and was part of the breadbasket of the former Soviet Union. "It has beautiful, fertile farmland as far as you can see," Furumasu says. It also has regions with beautiful landscapes, like the Crimea. And some very beautiful towns like Odesa along the Black Sea and Lviv in the far western part of the country.

The towns and landscape and historic sites weren't the only things good about the countries he visited, Furumasu says. "I really enjoyed the people," he says. "Wherever we went, the people were polite and friendly."

When the team ended its work, "we knew that these areas wouldn't have serious Y2K problems this year," Furumasu says. "And we could hold out hope for the success of these nations as free people in the future." ◀

Dancers perform at HQ

Students from the Jefferson Dancers entertained employees at headquarters on Jan. 19. The Jefferson High School troop performed at noon in the Holladay Auditorium for a Martin Luther King Jr. program.

Under artistic director Steve Gonzales, the group staged a varied program of tap, jazz, modern and traditional African dance. The school and troop have won national acclaim.

The 20 students are in a pre-professional dance-training program at Jefferson High. The teens, ages 13 to 18, audition for the multi-ethnic program in the spring. They study dance and rehearse at least four hours each school day.

The troop also dances for local concerts and other community events during the year. The Jefferson Dancers will perform this May 4-6 at the Portland Center for the Performing Arts. Tickets are available through Fastixx. ◀



Jefferson High School Photo



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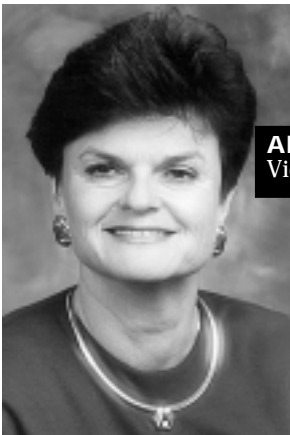
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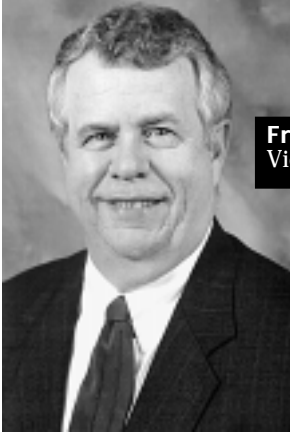
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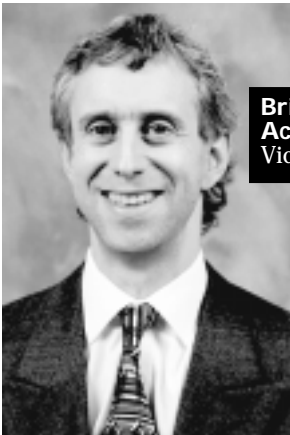
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Some people relax by lounging in a hot tub or listening to soft music while sitting in front of a fire. Dulcy Mahar, manager of BPA communications, relaxes by teaching a gardening class at Portland Community College. Mahar says, “Having something completely divorced from work is mentally relaxing. It’s a mental vacation.”

Mahar loves her BPA job and works long hours.

She makes time to teach because, she says, “It’s fun to turn people on to something you love.” She says she enjoys being a mentor and loves to see the spark in people when they realize they can do something they didn’t know they could do.

Mahar sees a correlation between teaching and managing. Both jobs are about “growing people,” she says. She believes both roles involve helping others develop ideas. She sees herself as a sounding board and a catalyst. She says, “Sometimes a staff person will have a great idea and just needs someone to say ‘Try it!’”

In her gardening class, Mahar finds that most people have the right instincts but lack confidence. They just need someone to say “do it.” So she tries to create an atmosphere, in both managing and teaching, in which people feel comfortable to grow and learn and challenge themselves.

Mahar has developed a reputation as a gardening expert in the Northwest. She gives gardening talks, writes a weekly garden column for *The Oregonian* and travels abroad to get inspiration and knowledge from gardens all over the world.

Mahar says she enjoys the democracy of gardening. People from all walks of life find pleasure in gardening, she says. When she rides the elevator at Portland headquarters and someone asks her a gardening question, Mahar says all the people in the elevator get involved in the conversation.

It doesn’t matter what their position or grade is, she says. “Gardening crosses all lines and makes

everyone equal,” Mahar says. That’s what she enjoys most. “It’s hard to be unhappy when talking about gardening,” she says.

Another BPA employee who makes time to teach is Tony White of the Power Business Line. White says he teaches because he loves “to see a light go on” when students understand a difficult concept. And White’s subject itself is one that many may find difficult. He teaches basic statistics and “technological innovation” to graduate students in public administration at Portland State University.

When White arrived at BPA in 1989, he already had a lot of teaching experience. He had taught at the University of Delaware, Mt. Hood Community College, Marylhurst University, Lewis & Clark College and Portland State University.

Since 1995, White has been secretary to the U. S. Entity that implements the Columbia River Treaty with Canada. He works with BPA Administrator Judi Johansen and General Carl Stock, division engineer of the U.S. Army Corps of Engineers.

White says one of the things he enjoys most about teaching is “taking a concept you know students are nervous about and making them want to go out and learn about it.” He says

he assumes every student starts out with an “A” on the first night. After that, he says, “It’s in the students’ control if they keep that A.”

Both Mahar and White say a teacher needs to be flexible and willing to make changes to meet a student’s need. They agree that to be a **good** teacher, you must know your subject. And Mahar says a sense of humor also helps.

When he’s not traveling to Canada for BPA this winter, Tony White will be teaching evening graduate classes at Portland State. And come this spring, you can take an evening gardening class that Mahar will teach at Portland Community College. Her program will include a tour of several Portland gardens. ◀

Nicia Balla is editor of *BPA This Week* and the *BPA Journal*

After hours classes suit these folks fine



Dulcy Mahar likes to teach gardening.

Mike Deason is a hot stick trainer

Mike Deason has an uncommon job. He’s one of only a handful of BPA people certified as live line hot stick trainers. And he’s so good at what he does that other utilities ask BPA to let Deason train their workers on high voltage lines.

Hot sticks are so named because workers use them to perform critical service on energized, or “hot,” power lines. Although they look like long sticks, they’re really tools. The tools are made with long rods of insulated fiberglass. Linemen use them like extended robot arms to work around the hot lines. So a utility doesn’t have to shut off electricity to an area to replace insulators or make other repairs.

Before he came to BPA in 1998 as a lineman, Deason worked for hot stick companies, including A.B. Chance of Missouri. For 11 years, he traveled throughout the western states. He demonstrated equipment and taught hot stick training. He is well known by Northwest power companies.

So when he came to BPA two years ago, Deason brought his hot stick expertise and reputation with him. Since then, he has been BPA’s high voltage hot stick trainer in the Snohomish region. He trains BPA linemen and people from other utilities through the joint BPA/Snohomish County PUD worker exchange program.

Snohomish recently recognized Deason for his “outstanding instruction.” Deason led a two-week hot stick program at the PUD’s center in Everett, Wash. (See the front page article on BPA’s exchange training).

Working around hot power lines can be risky business. But a lineman trained by Mike Deason will have the know-how to do the job well and safely. ◀



Mike Deason

January anniversaries

35 years

Philip A. Livesley, Public Utilities Specialist, Power Billing

30 years

Larry D. Mann, IS Projects Coordinator, Seattle
Sylvia M. Wynandt, Program Analyst, Accounting Operations, Portland
Thomas D. Huffman, Electrician Foreman III, Central Electrical Services, Vancouver
Archie Washington, Electrician, Substation Maintenance, Vancouver
William P. Winkoski, Electrician, Substation Maintenance, Bellingham
Robert C. Dewald, Substation Operator, Transmission Field Services– Kalispell
Larry R. Jones, Outage System Dispatcher, Munro Dispatch, Mead
Marsha L. Dejesus, Realty Specialist, Real Property Services, Portland

25 years

John P. Piccinini, Fish and Wildlife Team Coordinator, Environment Fish & Wildlife, Portland
Andrew J. Rapacz, Supervisory Public Utilities Specialist, Contract Generating Resources, Richland
Michael J. Gruber, Computer Specialist, Power Billing, Portland
Joanne P. Sutton, Office Manager, Construction & Maintenance, Vancouver
Ronald J. Rhode, Electrician Foreman III, Central Electrical Services, Vancouver
Suzanne H. Sivyer, Architect, Facility Development, Portland
Gary L. Mentze, Data Systems Craftsman II, Control Center Hardware Maintenance, Vancouver

20 years

Lester L. Davidson, Computer Specialist, Application Services, Portland
Nancy H. Weintraub, Environmental Specialist, Environmental Analysis, Portland

Valerie A. Lefler, Financial Analyst, Financial Analysis & Requirements, Portland
Connie M. Howard, Public Utilities Specialist, Generation Supply Portland
Russell C. May, Electrician Foreman I, Central Electrical Services, Vancouver
Joseph T. Renner, Electronics Engineer, Transmission Field Services, The Dalles
Correne A. Surface, Public Utilities Specialist, Transmission Supply, Vancouver
Timothy D. Laughlin, Electrical Engineer, Control and Protection, Portland
Donald L. Ruff, Structural Engineer, Transmission Lines, Portland

10 years

Rebecca A. Dinsmore, Public Utilities Specialist, Generation Scheduling, Portland
Michael G. Hoffman, Market Lead – International, Transmission Business Line, Portland
Diane Cherry, Public Utilities Specialist, Power Products, Pricing and Rates, Portland
Norman C. Berry, Power System Control Craftsman, Snohomish
William D. Spalding, Electrician, Substation Maintenance, The Dalles
Eric Crider, Electronics Engineer, Bell Substation, Bellingham
William J. Ramonas, Commodity Manager, Materials Management, Vancouver
Michael J. Baca, Electrical Engineer, Test & Energization, Vancouver
Kevin M. Smith, System Dispatcher, Munro Dispatch, Mead

February anniversaries

35 years

Dwight M. Raikoglio, Supervisory General Engineer, Construction & Maintenance Services, Vancouver
Freddie M. Viray, Carpenter, General Craft Services, Vancouver
Carson W. Taylor, Electrical Engineer, Network Planning, Vancouver

30 years

Robert W. Beraud, Environmental Analysis Manager, Environment Fish & Wildlife, Portland
Veronica L. Williams, Senior Policy Advisor, Human Resources, Diversity & EEO, Portland
Charles W. Marsh, Chief Substation Operator III, Transmission Field Services, Burley
Lindsay D. Bruce, Electrician, Substation Maintenance, Covington
Lawrence V. Slate, Senior Substation Operator, Transmission Field Services, Colfax
Jennifer W. Gronvold, Realty Specialist, Real Estate Field Services, Portland

25 years

Cheryl A. Larson, Power Business Line Executive Assistant, Portland
John M. White, Heavy Mobile Equipment Mechanic, Transmission Field Services, Chemawa
Kurt V. Dobin, System Protection Control Craftsman II, Transmission Field Services, Franklin
Gerald E. Stangel, Power System Control Craftsman II, Transmission Field Services, Redmond
Guy A. Gansereit, Electrician, Substation Maintenance, Schultz
Douglas J. Lamb, Electrical Engineer, Transmission Lines, Portland
Sheryl L. Emerson, Computer Specialist, Control Center Software Design, Vancouver

20 years

Kurt E. Olds, Computer Specialist, Information Technology Integration, Portland
David P. Barringer, Budget Analyst, Financial Forecasting & Budget, Portland
Sylvia L. Jensen-Fewel, Attorney, Portland
Roy B. Fox, Manager, Federal Hydro Projects, Generation Supply, Portland
Philip W. Thor, Public Utilities Specialist, Federal Hydro Projects, Portland
Rodney A. Aho, Customer Account Executive, Eastern Power Business Area, Idaho Falls
Ronald T. White, Facilities Maintenance Worker, Transmission Field Services, Franklin
Nancy L. Jacobsen, Substation Operator, Transmission Field Services, Celilo

William C. Latimer, Electrician Foreman II, Transmission Field Services, Celilo
Francis T. Vukelich, Electrician, Substation Maintenance, Celilo
Henry Fuller Jr., Materials Handler, Material Handling & Transportation, Vancouver
Victoria M. Pederson, Public Utilities Specialist, Transmission Supply, Vancouver
Mark T. McLean, Computer Specialist, Control Center Software Design, Vancouver

10 years

Elaine S. Stratton, Environmental Specialist, Pollution Prevention & Abatement, Vancouver
Betty J. Olsgaard, Public Utilities Specialist, Energy Efficiency Customer Services, Seattle
Deborah A. Becker, Public Utilities Specialist, Bulk Power Marketing, Portland

Anniversary & Retirement

Charles K. (Rick) Gadd, Manager of Media Services, had 35 years of service in November and retired Nov. 26.

Retirements

Roy B. Moad, Senior System Dispatcher, Munro Dispatch, retired Dec. 1 with 32 years service.
Raymond L. Classen, EER, PBL, Energy Efficiency retired Dec. 20 with 14 years service
Wayne A. Larson, Technical Service Supervisor, Operations Services, retired Dec. 27 with 31 years service.
Foster E. Johns, Substation Operator, Transmission Field Services, retired Dec. 31 with 29 years service.
S.J. Pongracz-Bartha, Electrical Engineer, Generation Supply, retired Dec. 31 with 39 years service.
Shirley J. Staggs, Executive Correspondence Coordinator, Executive Office, retired Dec. 31 with 20 years service.
Melvin L. Barness, Chief, Substation Operator III, Transmission Field Services, retired Dec. 31 with 33 years service.

In order to protect cultural resource sites and preserve our nation's heritage, federal agencies must first find the cultural features. But how do you locate such features in an area that is constantly changing?

Changing – not over long spans of time such as centuries or even decades. But changing once to several times each year. That's the challenge that faces the federal river operating agencies and 13 Columbia River Basin tribes.

Many cultural sites used by Native Americans of this region are located on the Columbia River's banks. And most of the original banks are now under water during much of the year. The fluctuating reservoir levels add to erosion and often change the banks. Each year they expose important cultural sites at the reservoirs.

The need to protect these sites from vandalism is most critical when operators draw down the reservoirs. The best way to protect them is to locate the sites before they are exposed. Once officials know about a site, they can monitor it and take other steps to protect it.



Three women from the Spokane Tribe of Indians Culture Program map coordinates of a field test site: (From left) Cindy Abrahamson, Leona Stanger and Kathryn Arneson.

That's where a blend of the very old with the very new has led to an important new effort. Traditional knowledge, passed down over time, and modern science are working together to locate cultural sites along the Columbia and some of its tributaries. The aim is to identify such sites before river operations expose them, and before looters can steal artifacts and damage or destroy the sites.

Last November, 40 people who work in cultural resource protection took part in the first of four workshops on cultural technology. They belong to one or more of 14 reservoir groups in the Federal Columbia River Power System (FCRPS). Each group has people from the government agencies and from the tribes located near the respective reservoir.

BPA and the tribes sponsored the workshops. Tribal experts and others shared their knowledge of the latest technology people can use to locate sites. The two-day program focused on hands-on work with instruments that use the Global Positioning System (GPS) and Geographic Information System (GIS).

Technology helps preserve Native American culture



Training sponsored by BPA and other federal agencies is helping the Northwest better preserve its cultural sites along the Columbia River. The first class of 40 preservation workers went to the field last November in central Washington to put their new combined skills to the test. Photos by Hope Pennell

GPS is a satellite-based system that can pinpoint ground locations to within a yard. GIS is a computer system that can create detailed maps of sites.

The workshop took place at the Hanford Nuclear Reservation in central Washington. The Confederated Tribes of the Umatilla Indian Reservation (CTUIR) set up a model cultural site in the field. The workshop used the Washington State University lab at Hanford for its computer work.

Three CTUIR members and Chad Minteer of Electronic Data Solutions demonstrated how to find the best time and day for satellite reception. Shawn Steinmetz, Jeff Van Pelt and Julie Longenecker showed how to use the Internet to get accurate GPS readings.

The group then worked in the field at the model site. Participants used GPS receivers and other equipment to create digital maps. They plotted features of the site and then transferred the data to their computers at the lab.

Consultants from SkyDog Records of Polson, Mont., led a session on the use of video, audio and still photos to document sites. Chris Sanchez and Shikota Sanchez also talked about the need for

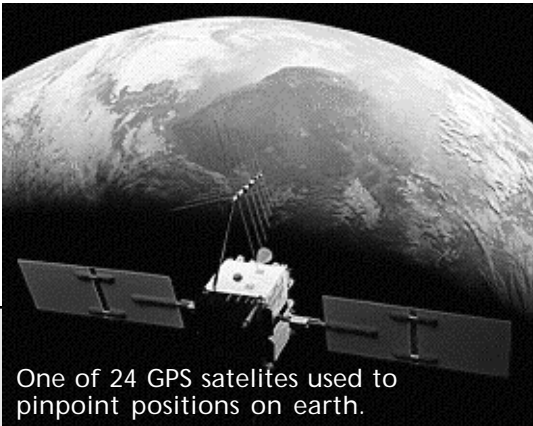
equipment compatibility and sales support. Two staff members from the Confederated Salish and Kootenai Tribes led the last session. Dave Schwab and Tim Ryan work in the tribal preservation program. They showed how to integrate GPS data from the field with 3-D digital maps of the larger area and how to link data, photos and video to the computer image.

Even with all of the high tech equipment, folks had trouble with some of the programs and data. That reassured them that people are still a vital part of the effort to locate and preserve our cultural sites and resources.

People from the Department of Energy at Hanford and WSU helped BPA and the tribes plan the first workshop. The groups developed a program specific to the land, culture and conditions of the Columbia River. Following the first workshop, the group scheduled an extra session for the end of March to focus more on GPS technology. The second workshop of the series will take place this spring. The last two workshops will be held this fall and in the spring of 2001. ◀

Hope Pennell is a Corporate environmental specialist in Spokane.

Bob Shank is a Corporate tribal liaison in Spokane.



One of 24 GPS satellites used to pinpoint positions on earth.

Agencies improve cultural efforts

BPA, the U.S. Army Corps of Engineers and the Bureau of Reclamation operate the dams of the Federal Columbia River Power System for many benefits. They also comply with federal laws to protect or help fish and wildlife. And they have other legal obligations as well, although those are less well known or visible.

The agencies must help protect historic and cultural resources. Three laws that apply are the National Historic Preservation Act, the Native American Graves and Repatriation Act and the Archaeological Resource Protection Act.

The three agencies have set up cooperating groups for each of the 14 major reservoirs in the Columbia Basin. Each group has archaeologists, anthropologists or cultural resource technicians from the tribes and agencies. Each group focuses on its respective reservoir area.

Group members work together to identify, record and protect cultural sites. Each reservoir area has some specific and different features that set it apart from the others.

In the summer of 1999, the groups across the system met to review and compare notes on their technical work experiences over the past years. They all now use high tech equipment in their work. But they have different equipment and use different techniques. They agreed that they could learn a lot from each other.

So the system-wide group named BPA's Hope Pennell of Spokane to chair a committee. BPA and the tribes took the lead to plan a series of workshops. Each workshop would use staff from the reservoir groups who have specific expertise. And those people would share their experiences and teach the techniques they use to others.

The program focus is to bring the knowledge of historic cultures and new scientific technology together. The reservoir groups will use both to locate cultural sites so they can then monitor and protect them. Especially before they might be damaged by erosion or vandals.

Pennell says that a major challenge for cultural preservation is to leave research sites visibly untouched. Unfortunately, marked-off sites become targets for a few people who would loot or vandalize them. That's why Pennell likes the high-tech approach for the open spaces.

"The nice thing about recording a site with GPS and GIS is that it's incredibly accurate and completely invisible," Pennell says. "Someone would need access to the computer database to know where a site is."

Of course, the cultural resource folks have the data and know the sites. So they can monitor them and take steps to protect them if they appear to be threatened by a public disturbance or the drawdown of a reservoir. ◀



Each year BPA employees at the Ross Complex hold a Santa's party and buy gifts for about 90 needy children from the East Vancouver Child Care Center. (Above) Santa's helpers (BPA employees during the day) make a last-minute check of the piles of gifts before children arrive for the 1999 Christmas party. (Right) Delighted and excited children took their turns in line to get their gifts. (Far right) The kids didn't need much adult help to open their presents.



Photos by Jack Odgaard



Remember whatchamacallit?

Remember regional operations? How about financial management? Or engineering and construction? External affairs? Conservation? Power and resources management? Management services? The Snake River area, or the Wenatchee district?

All are names of divisions, offices or other work groups that BPA used to have. Early in the last decade, BPA began what has become an ongoing reorganization. Many work groups have changed. A few in name only – once, twice or three times. But most groups have had major metamorphoses.

As BPA continues to change to fit the new utility industry and markets, many of us have a hard time keeping track of groups as they change. But it is nice to pause once in a while to think back on those familiar groups of the past and the

people we worked with then.

The BPA retirees group has just the thing to give employees that chance. It's the annual St. Patrick's Day lunch and reunion. While the retirees will be there to renew acquaintances and exchange "war" stories, what about current workers?

Jim Pachot who retired from engineering a few years ago, says, "We'd sure like to see more of the working folks there this year." Retirees share stories from the past, he says, "but we also like to see former coworkers and hear what new is happening at BPA."

Pachot says the March 17 reunion should also be good therapy for working folks. Employees can relax over lunch, visit with former colleagues and share stories and laughs from the past. ◀

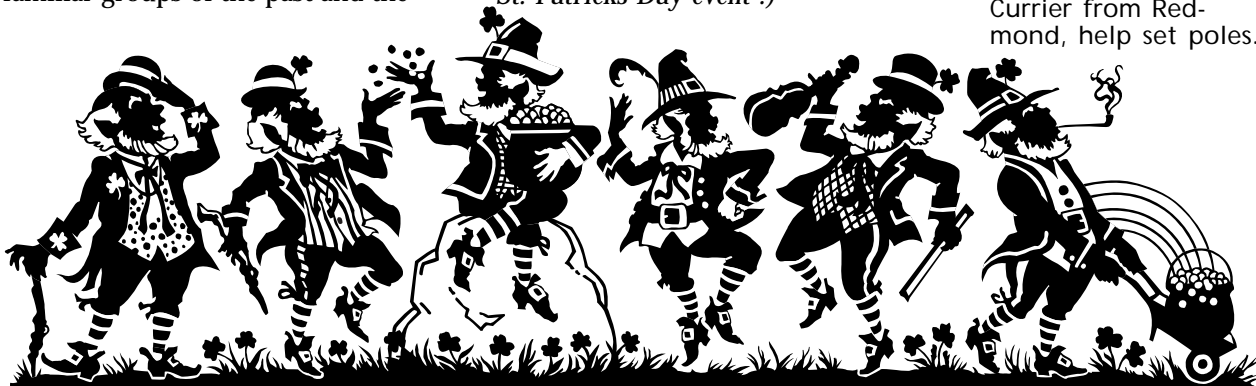
(See the ad below for details on the St. Patrick's Day event.)



BPA and employees in the Idaho Falls region helped light Warburton baseball field at Rupert, Idaho, last year. Employees donated to the Minico High School drive to raise funds for the project. BPA donated the 80-foot poles and the Idaho Falls line crew helped East End Mutual Electric Co. install the poles and lights. Here Ross Angell, Rickie Mattox, Eloy Anguiano and Larry Ringer from Idaho Falls, and Les Currier from Redmond, help set poles.



Photos by Matt Peterson, The Times-News, Twin Falls, Idaho



2000 St. Patrick's Day Luncheon and Reunion for Bonneville Power Administration

Employees, Retirees, Spouses and Guests

Dennis Johnson, Chairperson

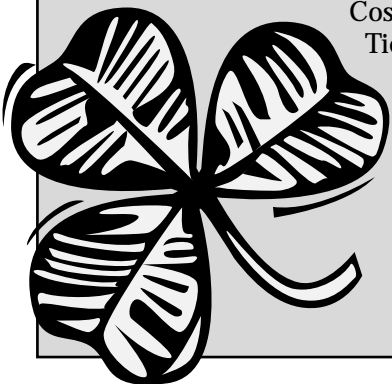
When: Friday, March 17, 2000, 11:00 AM - 3:00 PM
Where: Shenanigan's on the Willamette (Swan Island)
Entree, choice of one: Irish Stew
Breast of Chicken, Dijonnaise
Baked Pacific Red Snapper

Cost: \$16.50 per person

Tickets: Available Monday, February 14 - Monday, March 13, 2000

Check the latest Watts News or your All Employees/Retirees mailing for a list of ticket sellers or contact:

Bob Hoffman
5860 West A St.
West Linn, OR 97068
(503) 656-8943



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